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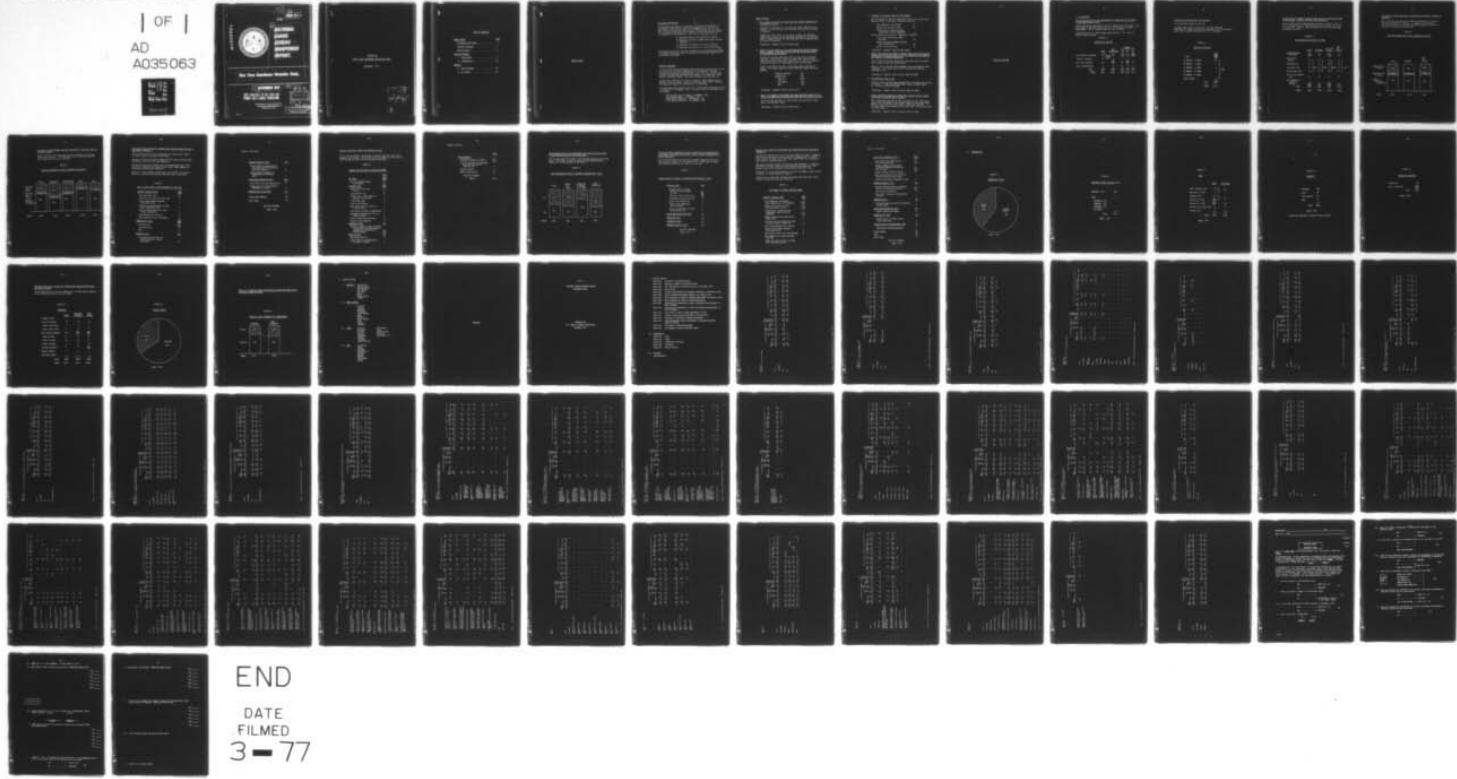
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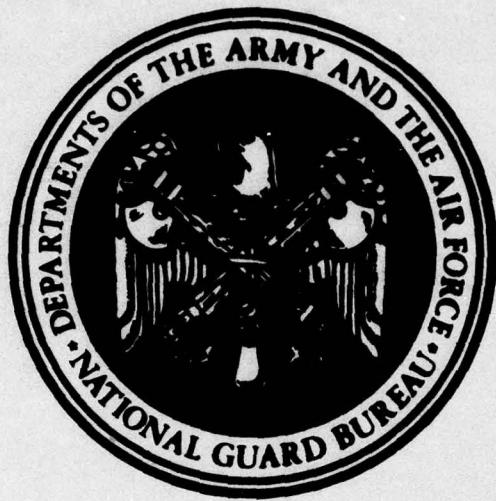
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First Term Guardsmen Retention Study.

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REPORT ON
FIRST TERM GUARDSMEN RETENTION STUDY

NOVEMBER, 1976

TABLE OF CONTENTS

<u>REPORT DIGEST</u>	<u>PAGE</u>
BACKGROUND AND PURPOSE	1
RESEARCH PROCEDURE	1
MAJOR FINDINGS	2
<u>DETAILED FINDINGS</u>	
I. EVALUATIONS	5
II. DEMOGRAPHICS	18
<u>APPENDIX</u>	
A. CENSUS REGIONS	26
B. CRI REPORT	27

REPORT DIGEST

BACKGROUND AND PURPOSE

The National Guard Bureau is interested in learning why members of the National Guard who are nearing the termination of their enlistment chose not to continue their service. The purpose of this study is to provide information on the percent of extenions and the reasons for extending or not extending. Specifically the objectives are:

- Determine reasons for extending or leaving
- Determine important changes that would increase retention.
- Determine the effects of career counseling
- Determine the effect of a 3 year extention.

The National Guard will use this information to help them develop ways to increase the current rate of extenions of enlistment among first term National Guardsmen.

RESEARCH PROCEDURE

A list of 1275 Army Guard members whose Expiration Term of Service (ETS) and expiration of military obligation was in November, 1976 was provided by the National Guard Bureau. From this list, 450 men were randomly selected and contacted by telephone. The sample was spread across forty-eight states. The rate of refusal was less than 1%.

The men were qualified as to being current or recent members of the National Guard and asked a series of questions about their intentions to extend and reasons for extending or not extending.

The interviews were conducted from CRI's central WATS telephone facility in Minneapolis in November, 1976. The exact timing of the project was as follows:

CRI received lists of names: 5 November, 1976
Interviewing begun: 8 November, 1976
Interviewing completed: 18 November, 1976
Final report available: 30 December, 1976

MAJOR FINDINGS

1. The current pay system is looked upon as a major incentive for continuing to serve.

A majority of the men (57%) give pay as a major reason for extending. It would appear from this that the current pay system is adequate.

Almost half (45%) mention training as a reason for extending. Specifically, they like the jobs they are doing in the National Guard. Greater efforts to satisfying jobs for the men may have an effect on extention.

(Reference: Computer Table Printout #013)

2. There is no one factor which is driving men out of the National Guard. However, improved training would be an effective means of encouraging men to extend.

Flexibility and more meaningful work are the keys to improved training. Flexibility in choice of duty time, shorter hours, fewer weekends and overnights, flexibility in choice of location and MOS are some of the improvements which could be made.

Improved pay might also help to encourage some of the men to extend. This should take the form of more pay rather than cash bonuses.

IMPROVED TRAINING	41%
IMPROVED PAY	28%
MORE PAY	(18%)
CASH BONUS	(8%)
BOTH	(2%)

(Reference: Computer Table Printout #011)

3. There is a segment of Guardsmen who cannot be kept because of conflict, interruptions or interference with their civilian life-style.

52% of the men say there is nothing that could be done to keep them in the National Guard.

(Reference: Computer Table Printout #011)

4. Training is the major area for improvement.

41% of the men say the one change which would most improve the National Guard is training. Examples cited are:

More community involvement	12%
Better utilization of time	10%
Flexibility in choice of duty time/annual training/weekends	7%

18% say better discipline or leadership is needed.

Less rigid rules/dress codes/ haircuts	6%
Better relations between officers and enlisted men	6%
Better trained officers	4%

(Reference: Computer Table Printout #016)

5. While a good effort was made to counsel those men who ultimately decided not to extend, there is still an opportunity to improve this means of increasing extention.

77% of those who did not extend said they were asked to extend -- 86% of these in the past three months.

Overall, 75% of the men (both extenders and non extenders) were counseled. This leaves one fourth of the men who were not counseled at all.

(Reference: Computer Table Printout #007 and #008)

6. The extention rate is low.

Overall, 23% of the men have extended their enlistment and 3% plan to extend. A higher percentage (46%) of men in Grade Levels E6 - E9 have or plan to extend.

(Reference: Computer Table Printouts #005 and #006)

7. While a minimum extention of three years should not be "forced" on all men, it can be "sold" to many.

54% of those men who have or plan to extend for less than three years would not extend if the minimum extention were three years. However, the other 46% would accept a three year extention. It would appear that counseling could convince these men to extend for three years.

(Reference: Computer Table Printouts #014 and #015)

DETAILED FINDINGS

I. EVALUATIONS

Only one-fourth of 1st term guardsmen will extend their enlistment in the Army National Guard.

26% of the men say they have or plan to extend their enlistment. The percentage of men with grade levels E6 - E9 who plan to extend is much higher. 46% of these men have or plan to extend.

Continued service is lowest among grade levels E1 - E3. Only 3% have or plan to extend.

EXHIBIT A

EXTENSION OF SERVICE

	<u>TOTAL</u>	<u>NON TECHNICIAN</u>	<u>GRADES</u>		
			<u>E1- E3</u>	<u>E4- E5</u>	<u>E6- E9</u>
Has recently extended	23%	20%	3%	22%	46%
Plans to extended	3	3	-	4	-
Will not extended	69	72	82	68	51
Don't know/refused	5	5	15	6	3
<u>TOTAL</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
(BASE)	(451)	(430)	(33)	(381)	(37)

The majority of men extend for one year.

74% of the men extend for one year.

The West Coast seems to get longer extension with 50% extending for longer than one year compared to 16% in the North-east, 22% in the North Central and 24% in the South.

EXHIBIT B

LENGTH OF EXTENTION

	TOTAL	
1 YEAR	(74)	
13 MONTHS - 2 YEARS	18	
25 MONTHS - 3 YEARS	5	
37 MONTHS - 4 YEARS	2	
49 MONTHS - 5 YEARS	-	26%
61 MONTHS - 6 YEARS	-	
OVER 6 YEARS	1	
	TOTAL	100%
	(BASE)	(117)

A good effort was made to counsel those men who ultimately decided not to extend. However, 23% were never counseled.

While three-fourths of the men were counseled to extend, there is still an opportunity for the National Guard to improve the effort of counseling. Overall, 25% of the men said they had never been counseled to extend.

EXHIBIT C

BEEN COUNSELED OR ASKED TO EXTEND

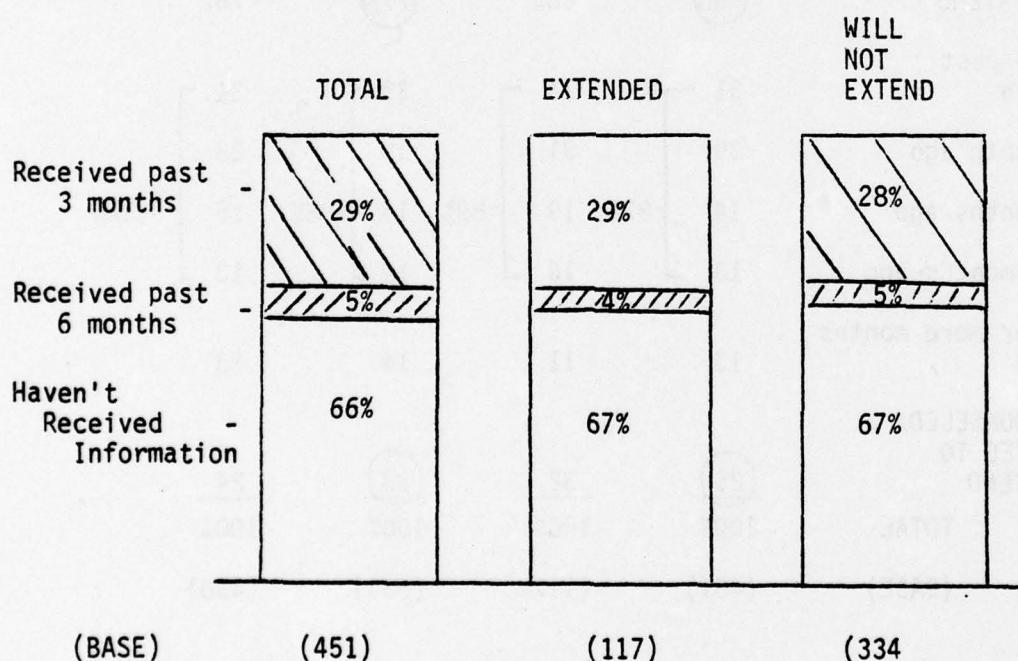
	<u>TOTAL</u>	<u>EXTENDED</u>	<u>WILL NOT EXTEND</u>	<u>NON TECH-NICIAN</u>
COUNSELED/ASKED TO EXTEND	(75%)	68%	(77%)	76%
Within past month	31	23	33	31
One month ago	29	31	28	28
Two months ago	14	19	13	15
Three months ago	13	16	12	13
Four or more months ago	13	11	14	13
NOT COUNSELED/ASKED TO EXTEND	(25)	32	(23)	24
TOTAL	100%	100%	100%	100%
(BASE)	(451)	(117)	(334)	(430)

The majority of men received no information in the mail concerning extention.

66% of the men said they never received information in the mail concerning extention of service. It appears an opportunity may also exist here to increase the effectiveness of counseling by mail by trying to reach more men.

EXHIBIT D

RECEIVED INFORMATION IN MAIL CONCERNING EXTENTION

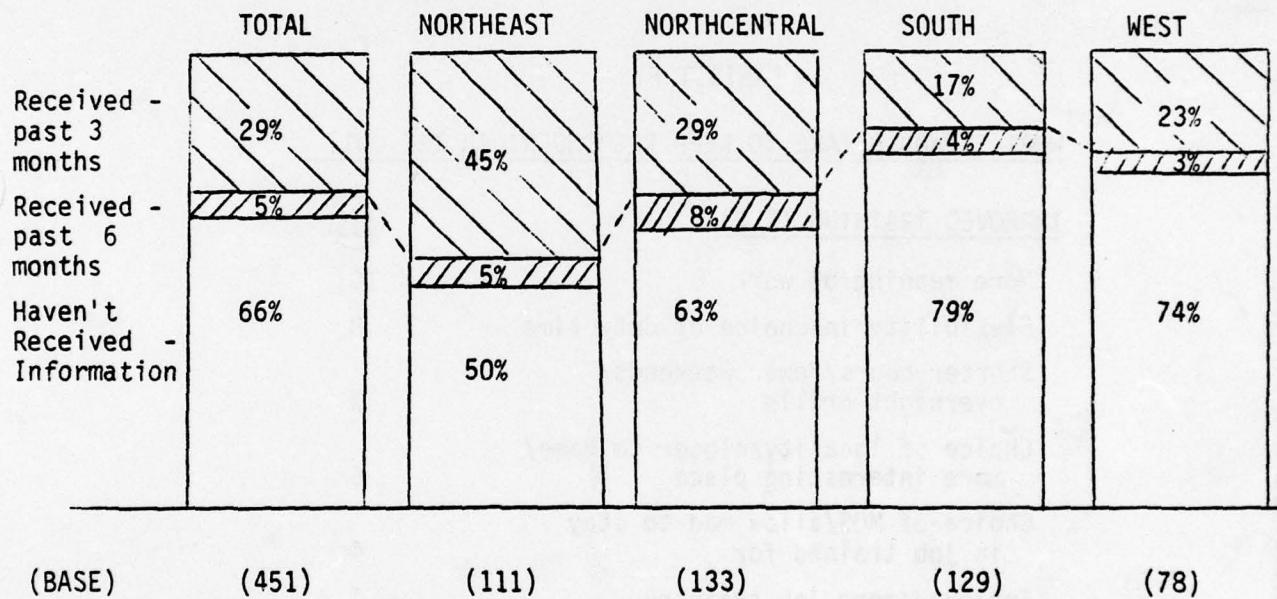


More men in the Northeast received information in the mail than in any other region.

50% of the men in the Northeast received information in the mail concerning extention. This compares to 37% in the Northcentral, 21% in the South and 26% in the West.

EXHIBIT E

RECEIVED INFORMATION IN MAIL CONCERNING EXTENTION



For half of the men, there is nothing that could be done that would keep them in the unit.

52% of the men say the Guard interferes with their job or family life and it takes too much of their time.

Among the 162 men who mention something which might encourage them to extend, training is the most important.

41% mention improved training such as more meaningful work, flexibility in choice of duty time, shorter hours, fewer weekends or overnights, and choice of locality.

More pay or reenlistment bonuses might convince 28% of the men to reenlist. More pay would be more effective than a cash bonus.

EXHIBIT F

WHAT IT WOULD TAKE TO KEEP RESPONDENT IN THE UNIT

IMPROVED TRAINING (NET) 41%

More meaningful work	10
Flexibility in choice of duty time	8
Shorter hours/fewer weekends/ overnight drills	7
Choice of locality/closer to home/ more interesting place	6
Choice of MOS/allow man to stay in job trained for	4
Improved/more job training	4
More community/civic involvement	4

IMPROVED PAY (NET) 28%

More pay only	18
Cash bonus only	8
Both	2

PROMOTION (NET) 20%

Increased opportunities for promotion/fairer, faster advancement	20
--	----

EXHIBIT F Continued

<u>IMPROVED BENEFITS (NET)</u>	<u>19%</u>
Better benefit program/earlier retirement/health insurance/education benefits	19
Better benefit program for dependents/health/dental care	1
<u>DISCIPLINE/LEADERSHIP (NET)</u>	<u>10%</u>
Less rigid rules and regulations	5
Higher quality officers/better treatment by leaders	5
<u>IMPROVED FACILITIES (NET)</u>	<u>1%</u>
OTHER MISCELLANEOUS	20%
DON'T KNOW	4%

MULTIPLE RESPONSE

(BASE = 162)

Overall, the major reason for extending is pay.

57% of the men mention the good pay or need of money as one of the reasons they extended. 45% mention training (good job, like specific job) and 38% say they like the new people they meet.

EXHIBIT G

REASONS FOR DECIDING TO EXTEND ENLISTMENT

	<u>TOTAL</u>
<u>PAY (NET)</u>	<u>57%</u>
Pay is good/need money/ extra money	57
<u>TRAINING (NET)</u>	<u>45</u>
Good job/fulltime job/ like it	17
Like specific job	10
Federal govt. requirement to keep my fulltime job	4
Like summer camp	3
Like to be outdoors	3
What learn here will help in civilian life	3
Like being involved in emergencies	3
Worthwhile organization for our defense system	2
Enjoy interesting experience	2
Service to my community	2
<u>LEADERSHIP (NET)</u>	<u>18</u>
Chance to improve myself/be better leader/learn new jobs/sense of responsibility/feeling of accomplishment	18
<u>BENEFITS (NET)</u>	<u>12</u>
Retirement benefits	9
Better benefit program/health/ accident insurance	3

EXHIBIT G CONT'D.

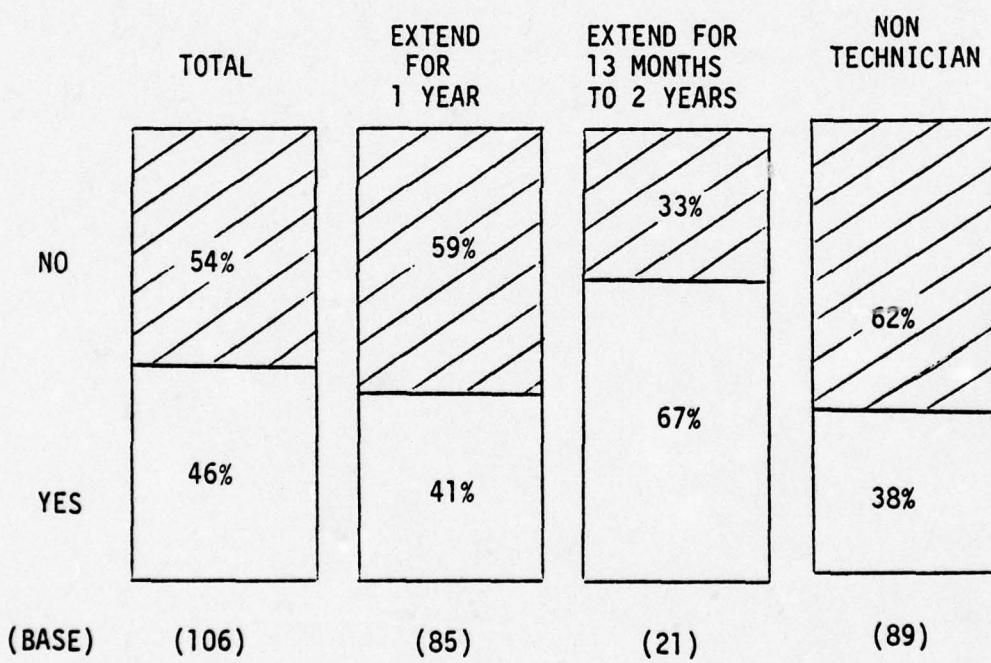
	<u>TOTAL</u>
MISCELLANEOUS	
Enjoyed/like/meet new people	38
Like to get away from home/get away from routine of civilian job	3
Help my country	2
Other miscellaneous	14
MULTIPLE RESPONSE	
(BASE)	(117)

Approximately half of the respondents say they would not extend if the minimum extension were three years.

54% say they would not extend if the minimum extension were three years. This drops to 33% for those who had or were going to extend for thirteen months to two years.

EXHIBIT H

WOULD RESPONDENT EXTEND IF MINIMUM EXTENSION WAS 3 YEARS



The major reason respondents wouldn't extend if the minimum were three years is because they wouldn't want to commit themselves for such a long time.

65% of the men mention not wanting to commit themselves for such a long time as a reason for not extending for a three year minimum. 18% mentioned conflicts with their civilian job.

EXHIBIT I

REASONS WOULDN'T EXTEND IF MINIMUM EXTENSION WERE 3 YEARS

<u>TRAINING (NET)</u>	<u>90%</u>
Wouldn't want to commit myself for that length of time	65
Conflicts with civilian job	18
Interferes with private life	4
Would like Sundays off	4
Used to help community, now do nothing	2
Did it to complete my class/ work another job	2
<u>RECRUITMENT/RETENTION (NET)</u>	<u>5</u>
<u>PROMOTION (NET)</u>	<u>4</u>
<u>LEADERSHIP (NET)</u>	<u>4</u>
<u>IMPROVED BENEFITS (NET)</u>	<u>2</u>

MULTIPLE RESPONSE
(BASE = 57)

The two major areas for improvement are improved training and better leadership.

41% mention improved training as the most important change. Frequently mentioned changes under training were more community/civic projects (12%), better utilization of time (10%), and flexibility in choice of duty time and training times (7%).

18% mention changes related to discipline and leadership. Frequently mentioned were less rigid rules and haircut/dress codes (6%), and better communications between enlisted men and officers (6%).

8% would like to see better benefits, earlier retirement, better health insurance, or better education benefits.

There were no significant differences between those who had or were going to extend and those who would not.

EXHIBIT J

ONE CHANGE TO IMPROVE NATIONAL GUARD

<u>IMPROVED TRAINING (NET)</u>	
	<u>41%</u>
More community involvement/participation in civic projects	12
Better utilization of time/less waiting at drills	10
Flexibility in choice of duty time/summer camp training/weekends	7
Better organization/coordination among units	4
Give men choice of MOS/allow them to stay in jobs trained for	3
Offer improved/more job training	3
Shorter hours/fewer weekends/overnight drills	2
Better/more useful training programs	2
More emphasis on combat/overseas training	1
Choice of locality/close to home/more interesting place	1

EXHIBIT J Continued

<u>DISCIPLINE/LEADERSHIP (NET)</u>	<u>18%</u>
Less rigid rules/regulations/ haircuts/dress code	6
Improve communications/better relations between enlisted men and officers	6
Better trained officers/leaders	4
More discipline/strictly military/ enforce haircuts/dress codes	1
Better/fairer/equal treatment of men	1
<u>IMPROVED BENEFITS (NET)</u>	<u>10%</u>
Better benefits/earlier retirement/ health ins/education benefits	8
More better PX benefits	2
Free state license/driving/hunting/ fishing	1
<u>PROMOTION (NET)</u>	<u>4%</u>
Increased opportunities for promotion/ fairer/faster	4
<u>RECRUITMENT/RETENTION (NET)</u>	<u>2%</u>
Permit shorter enlistment	2
<u>IMPROVED PAY (NET)</u>	<u>2%</u>
Better pay/reenlistment bonus/ cash incentives	2
<u>IMPROVED FACILITIES/EQUIPMENT (NET)</u>	<u>1%</u>
More/better equipment/weapons	1
<u>MISCELLANEOUS</u>	<u>16%</u>
NONE	10%
DON'T KNOW	7%

MULTIPLE RESPONSE

(BASE = 451)

II. DEMOGRAPHICS

EXHIBIT K

MEMBERSHIP STATUS

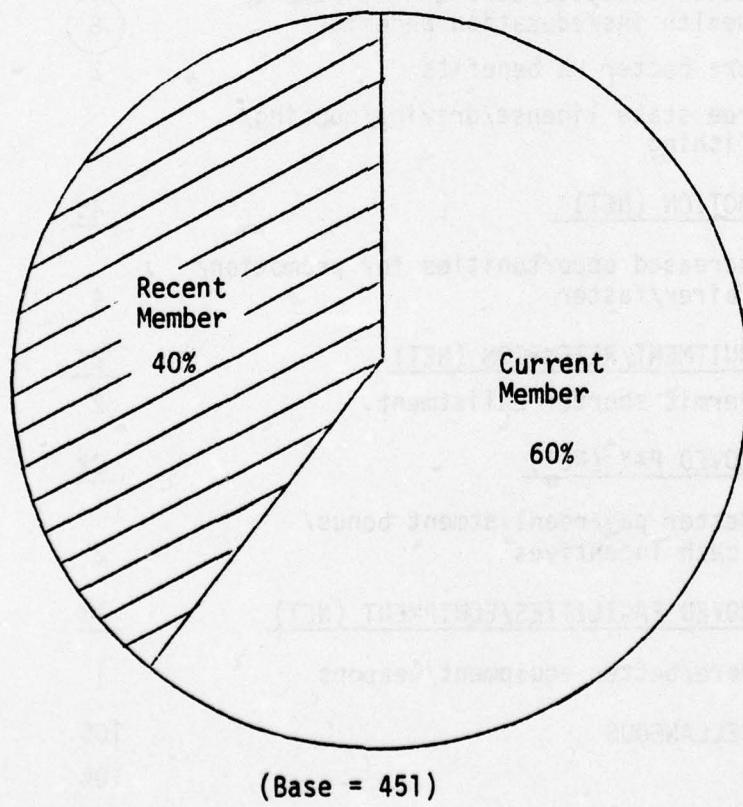


EXHIBIT L

EXPIRATION TERM OF SERVICE (ETS)

NOVEMBER, 1976 99%

OTHER 1

DECEMBER, 1976

FEBRUARY, 1977

NOVEMBER, 1977

NO ANSWER

TOTAL 100%

(BASE - 451)

EXHIBIT M

RANK

	<u>Rank</u>	<u>Pay Grade</u>
Staff sergeant (E6)	7%	8%
Specialist 6 (E6)	1	
Sergeant (E5)	19	
Specialist 5 (E5)	(22)	41
Specialist 4 (E4)	(44)	44
Private First Class (E3)	5	5
Private (E2)	2	2
TOTAL	100%	100%

(BASE = 451)

EXHIBIT N

REGIONS *

Northeast	25%
South	29
North Central	29
West	17
<hr/>	
TOTAL	100%

(BASE = 451)

* States were grouped by standard census regions.

EXHIBIT 0

TECHNICIAN INDICATOR

Technician	5%
Not a technician	<u>95</u>
TOTAL	100%

(BASE = 451)

Those who plan not to extend are slightly more educated than those who plan to extend.

16% of those who don't plan to extend have a college degree compared to 6% of those who have or plan to extend.

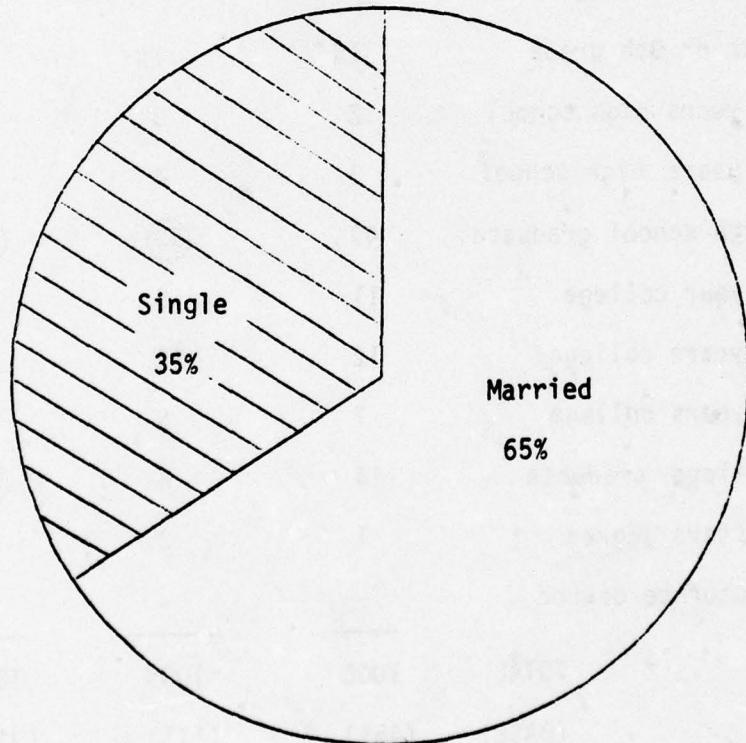
EXHIBIT P

EDUCATION

	<u>TOTAL</u>	<u>WILL/HAVE EXTENDED</u>	<u>WON'T EXTEND</u>
Grammar school	-		
8th or 9th grade	1%	1%	1%
2 years high school	2	3	2
3 years high school	3	4	2
High school graduate	49	(59)	(46)
1 year college	11	8	12
2 years college	12	12	12
3 years college	7	5	8
College graduate	14	6	(16)
Masters degree	1	2	1
Doctorate degree	-	-	-
	<u>TOTAL</u>	<u>100%</u>	<u>100%</u>
	(BASE)	(451)	(334)

EXHIBIT Q

MARITAL STATUS

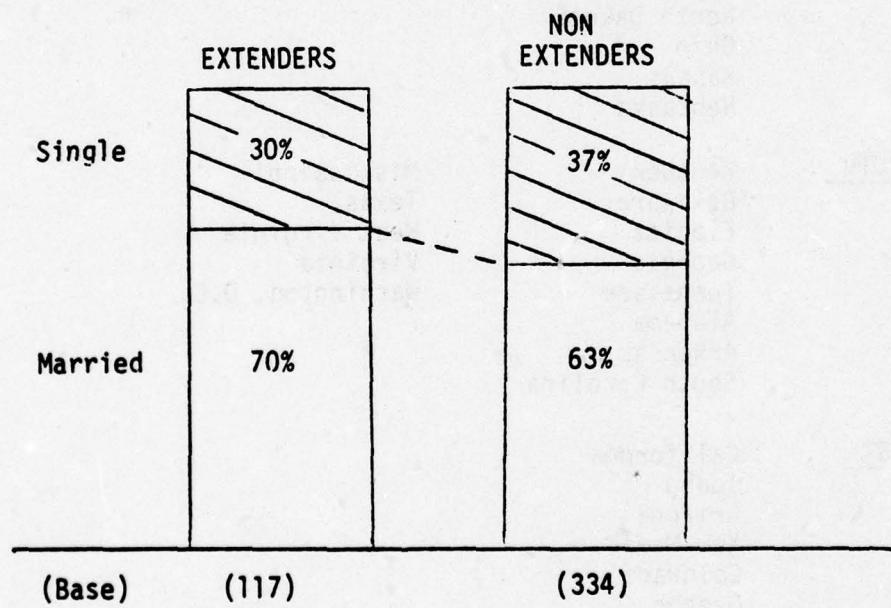


(Base = 451)

There is a slightly higher percentage of married men among those who have or plan to extend.

EXHIBIT R

MARITAL STATUS EXTENDERS VS. NONEXTENDERS



A. CENSUS REGIONS

I. NORTHEAST

Connecticut
Massachusetts
New Hampshire
New Jersey
New York
Maine
Rhode Island
Vermont

II. NORTH CENTRAL

Illinois
Indiana
Michigan
Minnesota
South Dakota
Iowa
Missouri
North Dakota
Ohio
Kansas
Nebraska

III. SOUTH

Kentucky
Delaware
Florida
Georgia
Tennessee
Alabama
Arkansas
South Carolina

Mississippi
Texas
West Virginia
Virginia
Washington, D.C.

IV. WEST

California
Idaho
Arizona
New Mexico
Colorado
Oregon
Montana
Washington
Nevada

APPENDIX

116-10

NATIONAL GUARD RETENTION SURVEY
TELEPHONE STUDY

PREPARED FOR
W.B. DONER & COMPANY ADVERTISING
DECEMBER 1976

I. General Tables

Table 001 Currently in National Guard
Table 002 Recently a Member of National Guard
Table 003 ETS, Expiration of Term of Service, In November 1976
Table 004 Date of ETS
Table 005 Recently Re-enlisted or Extended Enlistment in National Guard
Table 006 Plan to Extend Enlistment Before or at Time of ETS
Table 007 Been Counseled or Asked to Extend Enlistment By Person in Unit
Table 008 When Counseled or Asked to Extend Enlistment
Table 009 Received any Information in Mail Concerning Re-enlistment in Past 3 Months
Table 010 Received any Information in Mail Concerning Re-enlistment in Past 6 months
Table 011 What would It Take To Keep Respondent in Unit
Table 012 Length of Time Re-enlisted/Plan to be Re-enlist
Table 013 Reasons for Deciding to Extend Enlistment
Table 014 Would Respondent Extend Enlistment if Minimum Extension was for 3 Years
Table 015 Why wouldn't Extend Enlistment
Table 016 One Change To Improve National Guard

II. Demographics

Table 017 Rank
Table 018 State
Table 019 Technician Indicator
Table 020 Education
Table 021 Marital Statue

III. Appendix

Questionnaire

TABLE 001
CURRENTLY IN NATIONAL GUARD

TABLE 002
RECENTLY A MEMBER (IF NATIONAL GUARD
(BASE : NOT A CURRENT MEMBER)

		* WILL/HAVE EXTENDED *		* NOT HAVE		* GRADE *		REGION				
		1 YR	MOS	13	MOS	NOT	HAVE	E1-	E4-	E6-	NORTH	NORTH
		OR	TO	OVER	EX-	NOT	HAVE	E3	E5	E9	EAST	CENT
		12	24	TWO 1END-	DED	TECH	TECH	E1-	E4-	E6-	NORTH	NORTH
		MOS	MOS	YRS	YRS	NON-	TECH	E3	E5	E9	EAST	CENT
TOTAL												
180		2	2	-	-	178	1	179	21	149	10	42
100.0		100.0	100.0	-	-	100.0	100.0	100.0	100.0	100.0	100.0	49
100.0												55
NO ANSWER		-	-	-	-	-	-	-	-	-	-	-
YES												
180		2	2	-	-	178	1	179	21	149	10	42
100.0		100.0	100.0	-	-	100.0	100.0	100.0	100.0	100.0	100.0	49
100.0												55
NO		-	-	-	-	-	-	-	-	-	-	-

TABLE 003
ETTS, EXPIRATION OF TERM OF SERVICE, IN NOVEMBER 1976

TABLE 004
DATE OF EIS
(BASE : EIS IS NOT IN NOVEMBER 1976)

	WILL				HAVE				NOT				GRAVE				REGION							
	WILL/HAVE		EXTENDED		1 YR		MOS		10		OVER		EX-		NON-		E1-		E4-		E6-		NORTH	
	SAMP	TOTAL	MOS	MOS	UR	12	24	MOS	YRS	DED	TEND-	YRS	DED	TECH	TECH	TECH	E3	E5	E9	EAST	CENT	SOUTH	WEST	
TOTAL	6	100.0	100.0	100.0	-	-	-	100.0	-	4	-	100.0	-	100.0	-	-	-	-	-	100.0	100.0	100.0	-	
NO ANSWER	2	-	-	-	-	-	-	50.0	-	2	-	50.0	-	33.3	-	2	-	-	-	1	1	1	-	
1976:																								
DECEMBER	1	-	-	-	-	-	-	25.0	-	1	-	16.7	-	1	-	-	-	-	-	1	-	-	-	
1977:	16.7	-	-	-	-	-	-	16.7	-	-	-	16.7	-	16.7	-	-	-	-	-	33.3	-	-	-	
	3	50.0	100.0	100.0	-	-	-	25.0	-	1	-	25.0	-	50.0	-	3	-	-	-	1	2	2	-	
JANUARY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FEBRUARY	1	-	-	-	-	-	-	25.0	-	1	-	16.7	-	1	-	-	-	-	-	1	-	-	-	
MARCH	16.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
APRIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
JUNE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
JULY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
AUGUST	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SEPTEMBER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

TABLE 09a (CONTINUED)
DATE OF ETS (11/1/76)
(BASE : ETS IS NOT IN NOVEMBER 1976)

MONTH	WILL HAVE EXTENDED			WILL NOT HAVE			GRAD F			REGION					
	1 YR			13 MOS			OVER EX- TEND- ED			E4- E5			E6- E9		
	TOTAL	SAMP	TOTAL	12	10	MOS	24	10	MOS	TECH	TECH	TECH	TECH	TECH	TECH
OCTOBER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NOVEMBER	33.3	2	100.0	2	-	-	-	-	33.3	-	33.3	-	-	33.3	33.3
DECEMBER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1978	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAST 1978	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 105
RECENTLY RECRUITED OR EXTENDED ENLISTMENT IN NATIONAL GUARD

-- WILL/HAVE EXTENDED --			*-- NOT /HAVE NOT			*-- GRADE --*						*-- REGION --*									
1 YR	MOS	OVER	OR	TU	OVER	EX-	TEND-	DEU	TECH	TECH	NUN-	E1-	E4-	E5	E9	WEST	NORTH	NORTH	SOUTH	SOUTH	WEST
TOTAL	12	24	THU	YRS	DEU							E1	E4	E5	E9	WEST	NORTH	NORTH	SOUTH	SOUTH	WEST
SAMP	MOS	MOS																			
TOTAL	451	117	85	21	5	334	21	430	33	381	37	111	133	129	78						
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NO ANSWER																					
YES	103	77	18	7	-	19	84	1	85	17	26	24	36	17							
	22.8	68.0	90.6	85.7	77.8	-	90.5	19.5	3.0	22.3	45.9	23.4	18.0	27.9	21.8						
NO	348	14	8	3	2	334	2	345	32	296	20	85	109	93	61						
	77.2	12.0	9.4	14.3	22.2	100.0	9.5	80.5	97.0	77.7	54.1	76.6	82.0	72.1	78.2						

TABLE 006
PLAN TO EXTEND ENLISTMENT BEFORE OR AT TIME OF ETS
(HASE : HAVE NOT RECENTLY RE-ENLISTED)

TABLE 007
REEN CONSULTED OR ASKED TO EXTEND ENLISTMENT BY PERSON IN UNIT

		-- WILL/HAVE EXTENDED --		WILL		NOT		*-- GRADE --*		REGION			
		1 YR	MUS	1 YR	MUS	1 YR	MUS	1 YR	MUS	1 YR	MUS	1 YR	MUS
		OR	TU	OVER	NUT	EX-							
		12	24	TWO	THREE	END							
TOTAL	SAMP	MOS	MOS	YRS	YRS	DED	TECH	MUN	TECH	E1	E6	NORTH	NORTH
TOTAL	451	117	85	21	9	334	21	430	33	E3	E9	EAST	CENT
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-
YES	338	80	57	13	8	258	12	326	23	287	28	88	101
	74.9	68.4	67.1	61.9	86.9	77.2	57.1	75.6	69.7	75.3	75.7	79.3	90
NO	113	37	28	8	1	76	22.8	42.9	104	10	94	9	59
	25.1	31.6	32.9	38.1	11.1	30.3	24.2	30.3	24.7	24.3	20.7	32	39
DON'T KNOW/REFUSED	-	-	-	-	-	-	-	-	-	-	-	24.1	19

TABLE 008
WHEN COUNSELED JK ASKED TO EXTEND ENLISTMENT
(BASE : HAVE BEEN COUNSELED TO EXTEND ENLISTMENT)

	WILL			WILL HAVE EXTENDED			WILL NOT HAVE			GRADE			REGION			
	1 YR			13			OVER 10			1-4			E6-NORTH			
	TOTAL	MUS	MIS	12	24	20	TECH	TECH	TECH	E5	E5	E9	EAST	CENT	SOUTH	WEST
TOTAL	336	80	57	13	6	258	12	326	23	287	28	88	101	90	59	59
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WITHIN PAST MONTH	104	18	14	2	1	96	3	101	7	87	10	26	34	26	18	18
30.6	22.5	24.6	15.4	12.5	33.3	25.0	31.0	30.4	30.3	35.7	29.5	33.7	28.9	30.5	30.5	30.5
ONE MONTH AGO	96	24	20	3	1	72	4	92	6	84	6	20	31	27	18	18
26.4	30.0	35.1	23.1	12.5	27.9	33.3	28.2	26.1	29.3	21.4	22.7	30.7	30.0	30.5	30.5	30.5
TWO MONTHS AGO	48	15	10	3	2	33	1	47	3	42	3	10	15	13	10	10
14.2	18.8	17.5	23.1	25.0	12.8	8.3	14.4	13.0	14.6	10.7	11.4	14.9	14.4	16.4	16.4	16.4
THREE MONTHS AGO	45	13	8	2	2	32	2	43	4	39	2	12	13	13	7	7
13.3	16.2	14.0	15.4	25.0	12.4	16.7	13.2	17.4	13.6	7.1	13.6	12.9	14.4	11.9	11.9	11.9
FOUR JK MORE MONTHS AGO	45	10	5	3	2	35	2	43	3	35	7	20	8	11	6	6
13.3	12.5	9.8	23.1	25.0	13.6	16.7	13.2	13.0	12.2	25.0	22.7	7.9	12.2	10.2	10.2	10.2

TABLE 009
RECEIVED ANY INFORMATION IN MAIL CONCERNING RE-ENLISTMENT IN PAST 3 MONTHS

		WILL		WILL HAVE EXTENDED		NOI		HAVE		GRADE		REGION		
		1 YR	MUS	1 YR	MUS	1 TO	OVER	NOT	EX-	NON-	E1-	E4-	E6-	NORTH
		12	MUS	12	MUS	24	YRS	1END-	YRS	TECH	E3	E5	E9	EAST
TOTAL		451	117	85	21	9	334	21	430	33	381	37	111	129
TOTAL		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	78
NO ANSWER		-	-	-	-	-	-	-	-	-	-	-	-	-
YES		129	34	26	19.0	19.4	1	95	23.8	124	114	9	50	39
		26.6	29.1	32.9	32.9	19.0	11.1	28.4	28.8	18.2	29.9	24.3	45.0	29.3
NO		314	81	56	16	8	233	15	299	26	261	27	60	94
		69.6	69.2	65.9	76.2	88.9	69.8	71.4	69.5	78.8	68.5	75.0	54.1	70.7
DNU KNOW/REFUSAL		8	2	1	1	-	6	1	7	1	6	1	1	-
		1.6	1.7	1.2	4.6	-	1.6	4.6	1.6	3.0	1.6	2.7	0.9	1.6
														6.4

TABLE 010
RECEIVED ANY INFORMATION IN MAIL CONCERNING RE-ENLISTMENT IN PAST 6 MONTHS
(BASE : ANSWER 'NO' ON TABLE 9)

		WILL		WILL/HAVE EXTENDED		NOT		HAVE		NOT		EX-		NON-		E1-		E4-		E6-		NORTH		NORTH		REGION		
		1 YR	MOS	10	OVER	12	24	1 TWO	END-	YRS	ED	TECH	ED	TECH	ED	TECH	ED	TECH	ED	EAST	E9	EAST	SOUTH	CENT	SOUTH	WEST		
		TOTAL	MOS	100	24	12	1	1	END-	YRS	ED	TECH	ED	TECH	ED	TECH	ED	TECH	ED	EAST	E9	EAST	SOUTH	CENT	SOUTH	WEST		
		TOTAL	81	56	16	8	233	15	299	26	261	27	60	94	105	55												
		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
		NU ANSWER	5	3	2	1	-	2	-	0.9	1.7	5	-	4	1	-	1.5	3.7	-	1.1	1	3	1	2.9	1.6			
		YES	1.6	3.7	3.6	6.3	-	-																				
		NO	23	5	5	-	-																					
		286	73	49	15	8	213	13	273	25	239	22	54	83	97	52												
		91.1	90.1	87.5	93.0	100.0	91.4	86.7	91.3	96.2	91.6	81.5	90.0	86.3	92.4	94.5												

TABLE 011
WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT
(BASE :HAVE NOT RE-ENLISTED AND DUESNT PLAN TO)

		WILL/HAVE EXTENDED		NOT HAVE		GRADE - REGION							
		1 YR ON TOTAL SAMP	13 MOS TOTAL MOS	10 OVER 24 MOS	NOT EX- TEND	NON- TECH	E1- TECH	E4- E5	E9 EAST	NORTH CENT	NORTH SOUTH	WEST	
TOTAL	-	-	-	334	1	333	32	282	20	80	106	88	60
TOTAL	334	-	-	100.0	100.0	100.0	100.0	100.0	20	80	106	88	60
100.0													
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-
IMPROVED PAY (NET)	45	-	-	45	-	45	6	37	2	11	19	8	7
	13.5	-	-	13.5	-	13.5	10.8	13.1	10.0	13.7	17.9	9.1	11.7
MORE PAY/REFINIS- MENT BONUS/OUT-ER CASH INCENTIVES	45	-	-	45	-	45	6	37	2	11	19	8	7
	13.5	-	-	13.5	-	13.5	10.8	13.1	10.0	13.7	17.9	9.1	11.7
IMPROVED BENEFITS (NET)	31	-	-	31	-	31	3	25	3	9	6	7	9
	9.3	-	-	9.3	-	9.3	9.4	8.9	15.0	11.2	5.7	6.0	15.0
BETTER BENEFIT PROGRAM/EARLIER RETIREMENT/HEALTH INS/EDUCATION BENEFITS	30	-	-	30	-	30	3	24	3	9	6	7	8
	9.0	-	-	9.0	-	9.0	9.4	8.5	15.0	11.2	5.7	6.0	15.3
BETTER BENEFIT PROGRAM FOR OPEN- DENTS/HEALTH CARE/ DENTAL CARE	2	-	-	2	-	2	-	2	-	-	-	-	3.3
	0.6	-	-	0.6	-	0.6	0.6	0.7	-	-	-	-	3.3
IMPROVED FACILITIES/ EQUIPMENT (NET)	2	-	-	2	-	2	-	2	-	-	1	-	1
	0.6	-	-	0.6	-	0.6	0.6	0.7	-	-	0.4	-	1.1
BETTER LIVING FACILITIES/MESS HALL/BETTER UN MORE FOOD	1	-	-	1	-	1	-	1	-	-	-	-	0.9
	0.3	-	-	0.3	-	0.3	0.4	0.4	-	-	-	-	0.9

TABLE 011 (CONTINUED)
WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT
(HAVE HAVE NOT RE-ENLISTED AND DOESN'T PLAN TO)

	WILL		NOT		HAVE		NOT		GRADUATE		REGION				
	WILL/HAVE EXTENDED		NOT		HAVE		NOT		GRADUATE		REGION				
	1 YR	13	10	OVER	10	12	24	IND	END-	14	15	16	17	18	19
	TOTAL	SAMP	TOTAL	MUS	MUS	MUS	MUS	TECH	TECH	E1	E2	E3	E4	E5	WEST
	SAMP	TOTAL	MUS	MUS	MUS	MUS	MUS	TECH	TECH	E1	E2	E3	E4	E5	WEST
MORE OR BETTER EQUIPMENT/MORE MODERN AIRCRAFT/HEAD- PUNS, ETC.	0.3	-	-	-	-	0.3	-	0.3	-	0.4	-	-	-	-	1.7
IMPROVED TRAINING (NET)	6.7	-	-	-	-	6.7	-	6.7	16.6	5.5	30.6	11	26	19	11
MORE MEANINGFUL WORK/LESS USELESS DETAILS/LESS MASTE (IF TIME AND MONEY)	1.7	-	-	-	5.1	17	-	17	2	12	3	4	3	5	5
CHOICE OF LOCALITY /CLOSER TO HOME/ MORE INTERESTING PLACE	1.0	-	-	-	3.0	10	-	10	3.0	4.3	15.0	5.0	2.6	5.7	8.3
BETTER TRAINING/ MORE TRAINING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHORTEN HOURS/ FEWER WEEKENDS/ OVERNIGHT DRILLS	1.1	-	-	-	3.3	11	-	11	3.1	10	2	1	5.6	2.3	1.7
CHOICE OF MUS/ ALONE A MAN IN STAY IN JUR HE TRAINED FOR	2.1	-	-	-	2.1	7	-	2.1	3.1	2.1	6	-	1.2	3.6	6.6
OFFER IMPROVED OR MORE JUN TRAINING	2.1	-	-	-	2.1	7	-	2.1	6.3	1.6	5	-	2.5	1.9	3

TABLE 011 (CONTINUED)
WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNJU
(BASE: HAVE NOT RE-ENLISTED AND DOESN'T PLAN TO)

		WILL		WILL/HAVE EXTENDED		NOT HAVE		GRADE				REGION				
		1 YR	MOS	1 YR	MOS	10 YRS	12 MOS	24 MOS	IND YRS	TEND OFD	TECH	NON- TECH	E1- E3	E4- E5	E6- E9	NORTH EAST CENT SOUTH WEST
WHITE COMMUNITY INVOLVEMENT/Partici- pation in CIVIC FUNCTIONS, INC. PROJECTS	7	-	-	-	-	7	-	2.1	3.1	1.8	1.5	1	1	2	2.5	5.0
Flexibility in choice of duty time/summer camp training, weekends, etc.	2.1	-	-	-	-	1.3	-	3.9	3.9	4.6	1.3	-	1	8	3	1.7
PROMOTION (NET)	32	-	-	-	-	32	-	9.6	15.6	9.2	26	1	5	9	16	2
INCREASED OPPOR- TUNITIES FOR PRO- OTION/ADVANCEMENT FAIRER,FASTER	9.6	-	-	-	-	9.6	-	32	15.6	9.2	26	1	5	8.5	16.2	3.3
DISCIPLINE/LEADER- SHIP(NET)	17	-	-	-	-	17	-	5.1	9.4	5.0	17	3	14	-	1	4
LESS RIGID RULES AND REGULATIONS	8	-	-	-	-	8	-	2.4	3.1	2.7	-	-	-	3	2	3
HIGHER QUALITY OFFICERS/LEADERS TREATMENT BY THOSE IN POSITIONS OF LEADERSHIP	2.4	-	-	-	-	2.4	-	2.4	3.1	2.5	-	-	-	2.6	2.3	5.0
BE MORE STRICTLY MILITARY/MORE DISCIPLINE (EN- FORCE HARDCI REGULATIONS, DRESS CODE, ETC.)	1	-	-	-	-	1	-	0.3	3.1	-	-	-	-	-	-	1
ALL OTHER COMMENTS	33	-	-	-	-	33	-	9.9	3.1	9.6	27	5	15	5	7	10.0

TABLE VI.1 (CONTINUED)
WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT
(HAVE HAVE NOT RE-ENLISTED AND DUESN'T PLAN TO)

TABLE 012
LENGTH OF TIME RE-ENLISTED/PLAN TO RE-ENLIST
(BASE : HAVE RE-ENLISTED OR PLANS TO)

	WILL		EXTENDD		NOT		HAVE		GRADE		REGION			
	1 YR	MOS	10	OVER	EX-	NON-	E1-	E4-	E6-	NORTH	NORTH	CELT	SOUTH	RTS
	TOTAL	MOS	MOS	TWO	END-	TECH	E3	E5	E9	EAST	CENT	SOUTH		
TOTAL	117	117	85	21	\$	-	20	97	1	99	17	31	27	41
	100.0	100.0	100.0	100.0	100.0	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NU ANSWER	2	2	-	-	-	-	2	-	2	-	1	-	1	-
	1.7	1.7	-	-	-	-	2.1	-	2.0	-	3.2	-	2.4	-
1YEAR	85	85	85	-	-	-	12	73	-	70	15	25	21	30
	72.6	72.6	100.0	-	-	-	60.0	75.3	-	70.7	88.2	80.6	77.6	73.2
13 MOS - 2 YRS	21	21	-	21	-	-	5	16	-	21	-	4	5	6
	17.9	17.9	-	100.0	-	-	25.0	16.5	-	21.2	-	12.9	18.5	14.6
25 MOS - 3 YRS	6	6	-	6	-	-	1	5	1	3	2	-	1	3
	5.1	5.1	-	66.7	-	-	5.0	5.2	100.0	3.0	11.8	-	3.7	7.3
37 MOS - 4 YRS	2	2	-	22.2	-	-	1	1	-	2	-	1	-	1
	1.7	1.7	-	22.2	-	-	5.0	1.0	-	2.0	-	3.2	-	2.4
61 MOS - 6 YRS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
49 MOS - 5 YRS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OVER 6 YEARS	0.9	0.9	-	-	-	-	1	-	1	-	1.0	-	-	5.6

TABLE 013
REASONS FOR DECIDING TO EXTEND ENLISTMENT
(RAESE : HAVE RE-ENLISTED OR PLANS TO)

		WILL		WILL/HAVE EXTENDED		WILL NOT HAVE		GRAD E		REGION										
		1 YR	MUS	13	MUS	1 YR	MUS	OR 12	24	OVER TEND YRS	EX- DED	TECH	NUN- TECH	E1- E3	E4- E5	E6- E9	NORTH EAST	NORTH CENT	SOUTH	WEST
TOTAL	SAMP TOTAL	MOS	MOS	117	117	85	21	9	-	20	97	1	99	17	31	27	41	18		
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PAY (NET)	57.3	57.3	56.8	57.1	57.1	44.4	4	-	30.0	62.9	-	54	13	17	17	20	13			
PAY IS GOING/NEED THE MONEY/ EXTRA MONEY/CASH BONUS FOR RE-ENLISTMENT	67	67	50	12	4	-	6	61	-	54	13	17	17	17	17	20	13			
BENEFITS (NET)	57.3	57.3	56.8	57.1	44.4	-	30.0	62.9	-	54.5	76.5	54.8	63.0	48.6	48.6	72.2	72.2			
WORKING FOR RETIREMENT/20 YEARS/RETIREMENT BENEFITS	11	11	9	2	-	-	1	10	-	10.1	5.9	12.9	7.4	9.6	5.6	1				
BETTER BENEFIT PROGRAM/ HEALTH/ACCIDENT INSURANCE	4	4	2	2	-	-	-	4	-	4	-	4.0	-	3.1	1	1	1			
TRAINING (NET)	53	53	38	7	7	-	16	37	1	41	11	13	10	22	6					
GOOD JOB/FULL TIME JOB/LIKE IT (UNSPEC)	45.3	45.3	44.7	33.3	77.8	-	80.0	38.1	100.0	41.4	64.7	41.9	37.0	53.7	44.4					
LIKE TO BE INDIVIDUALS	3	3	2	-	1	-	-	3	-	3.1	-	3.0	-	6.5	2.4					
WHAT I LEARNED HERE WILL HELP ME IN CIVILIAN LIFE	2.6	2.6	2.4	-	11.1	-	-	-	-	3.1	-	2.0	5.9	3.2	3.7	2.4				
LIKE SUMMER CAMP	4	4	2	2	1	-	1	-	-	3.0	3.1	-	3.0	5.9	3.2	7.3				

TABLE 013 (CONTINUED)
REASONS FOR DECIDING TO EXTEND ENLISTMENT
(BASE: HAVE AT-ENLISTED OR PLANS TO)

	* WILL/HAVE EXTENDED **		* WILL NOT HAVE		* GRADE		REGION ***						
	1 YR IN MOS	10 YRS IN MOS	OVER EX- TEND- YRS DED		NON- TECH	E1- E3	E4- E5	E6- E9	EAST	CENT	SOUTH	WEST	
			TOTAL SAMPLE	TOTAL MOS									
NOTHABLE ORGANIZATION FOR OUR DEFENSE SYSTEM	2	2	2	-	-	-	2.1	-	2	-	-	2	-
LIKE SPECIFIC JOB	12	12	11	1	-	5.0	11.3	-	11	1	2	3	1
EMERGENCIES/AVAILABLE FOR FLOODS/PIPES/MAR	10.3	10.3	12.9	4.6	-	5.0	11.3	11.1	5.9	6.5	11.1	14.6	5.6
FEDERAL GOVERNMENT REQUIRE- MENT TO KEEP MY FULL TIME JOB	2.6	2.6	2.4	-	11.1	-	3.1	100.0	1.0	5.9	-	4.9	5.6
ENJOY INTERESTING EXPERIENCE FIRING WEAPONS/TANK RIDES/ HELICOPTER RIDES	5	5	4	-	11.1	25.0	-	-	2.0	17.6	9.7	3.7	-
1.7	1.7	1.2	4.6	-	-	5.0	1.0	-	2.0	-	3.2	3.7	-
SERVICE TO MY COMMUNITY	2	2	2	-	-	-	-	2	-	-	-	1	-
LEADERSHIP (NEED)	17.9	17.9	17.6	19.0	11.1	-	15.3	18	-	19	2	4	7
CHANCE TO IMPROVE MYSELF/BE A LEADER/LEARN NEW JOBS/ GIVES ME A SENSE OF RESP/ FEELING OF ACCOMPLISHMENT	21	21	15	4	-	15.0	18.6	-	19.2	11.8	12.9	25.9	14.6
MISCELLANEOUS	17.9	17.9	17.6	19.0	11.1	-	15.3	18	-	19	2	4	7
ENJOYED/LIKE THE PEOPLE/MEET NEW PEOPLE	44	44	33	6	4	-	25.5	39	-	36	8	11	15
HELP MY COUNTRY OUT/ENJOY SENSE OF PARTNERSHIP	37.6	37.6	38.8	28.6	44.4	-	25.0	40.2	-	36.4	47.1	35.5	48.1
	1.7	1.7	1.2	4.6	-	-	5.0	1.0	-	1.0	5.9	-	7.4

TABLE V. (CONTINUED)
REASONS FOR DECLINING TO EXTEND ENLISTMENT
(PRAISE : HAVE RE-ENLISTED OR PLANS TO)

-- WILL/HAVE EXTENDED --		*-- WILL /HAVE NOT		*-- GRADUATE --*		*-- REGION --*	
1 YR	MOS	1 YR	MOS	12	24	NON- TECH	NON- TECH
TOTAL SAMP	TOTAL MOS	UR	OVER MOS	YRS	YRS	E4- E5	E4- E5
LIKE TO GET AWAY FROM HOME/ GET AWAY FROM MILITARY LIFE							
CIVILIAN JUN	4	4	4	-	-	4	-
	3.4	3.4	4.7			4.1	
OTHER MISCELLANEOUS	16	16	10	5	1	15	3
	13.7	13.7	11.8	23.8	11.1	15.0	13.4
DON'T KNOW	-	-	-	-	-	-	-

TABLE 014
WOULD RESPONDENT ENLIST IF MINIMUM EXTENSION WAS FOR 3 YRS
(BASE : ANSWERS (6) YEARS OR LESS (IN TABLE 12)

-- WILL/HAVE EXTENDED --										*-- GRADE --*										
WILL					HAD					NON-					E4-					
	1 YR	MUS	13	NOT	1 YR	TU	OVER	EX-	TECH	E1-	E5	E6-	NURTH	NURTH	NURTH	WEST				
1 YR	OR	12	24	TWO	TECH	NON-	TECH	NON-	TECH	E3	E5	E6-	1	2	3	4	5	6	7	
OR	MOS	MOS	MOS	TEND-	YRS	TECH	NON-	TECH	TECH	E3	E5	E6-	1	2	3	4	5	6	7	
TOTAL	106	106	106	M5	21	-	-	17	89	-	91	15	29	26	36	15	15	15	15	
	100.0	100.0	100.0	100.0	-	100.0	100.0	-	100.0	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
NU ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
YES	49	49	35	14	-	-	15	34	-	41	8	12	15	15	9	46.2	46.2	41.2	66.7	
	46.2	46.2	41.2	66.7	-	-	48.2	38.2	-	45.1	53.3	41.4	50.0	41.7	60.0					
NO	57	57	50	7	-	-	2	55	-	50	7	17	13	21	6	53.8	53.8	58.8	33.3	
	53.8	53.8	58.8	33.3	-	-	11.9	61.8	-	54.9	45.7	58.6	50.0	58.3	40.0					

TABLE VI
WHY WOULDNT EXTEND ENLISTMENT
(BASE : WOULD NOT ENLIST IF MINIMUM EXTENSION WAS FOR 3 YEARS)

	* WILL/HAVE EXTENDED		* NOT HAVE		* WILL		* NOT HAVE		* G R A D E		* R E G I O N						
	1 YR	MOS	10	EVER	EX-	12	24	TWO	1END-	NON-	E1-	E4-	E6-	NORTH	WEST		
	TOTAL	SAMP	TOTAL	MOS	MOS	YRS	YRS	DEF	TECH	TECH	E3	E5	E9	EAST	CENT	SOUTH	
TOTAL	57	57	50	7	-	-	100.0	100.0	100.0	55	-	50	7	17	13	21	6
TOTAL	100.0	100.0	100.0	100.0	100.0	-	100.0	100.0	100.0	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NU ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IMPROVED BENEFITS (NET)	1	1	1	-	-	-	-	-	1	-	1	-	2.0	-	5.9	-	-
MORE BENEFITS/EDUCATION/ HOUSING FINANCE	1.8	1.8	2.0	-	-	-	-	-	1.8	-	1.8	-	2.0	-	5.9	-	-
TRAINING (NET)	51	51	44	7	-	-	-	1	50	-	45	6	15	12	18	-	-
CONFLICTS WITH CIVILIAN JOB	89.5	89.5	86.0	100.0	-	-	-	50.0	90.9	-	90.0	85.7	88.2	92.3	85.7	100.0	6
WOULDNT WANT TO COMMIT MY- SELF FOR THAT LENGTH OF TIME	10	10	9	1	-	-	-	10	-	10	-	10	-	3	2	5	-
WOULDNT LIKE SUNDAYS OFF	17.5	17.5	16.0	14.3	-	-	-	18.2	-	20.0	-	17.6	15.4	23.8	-	-	-
INTERFERS WITH PRIVATE LIFE	3.7	3.7	34	3	-	-	-	37	-	31	6	10	9	13	5	-	-
USED TO HELP COMMUNITY, NOW WE DO NOTHING AT DRILL/WASTE OF TAX DOLLARS	64.9	64.9	68.0	42.9	-	-	-	67.3	-	62.0	85.7	58.8	69.2	61.9	83.3	-	-
DID IT TO COMPLETE MY CLASS/ WORK ANOTHER JOB	3.5	3.5	2	-	2	-	-	2	-	2	-	4.0	-	1	-	1	1
PROMOTION (NET)	3.5	3.5	4.0	2	-	-	-	50.0	1.8	-	4.0	-	5.9	7.7	-	16.7	-

TABLE 012 (CONTINUED)
WHY WOULDNT FEMALE ENLISTMENT
(BASE: WHOM WONT ENLIST IF MINIMUM EXTENSION WAS FOR 3 YEARS)

		* WILL/HAVE EXTENDED		* WILL NOT HAVE		* GRADE		* REGION	
		1 YR	MIS	13	NOT	1	2.0	E4-E6	NORTH
		UR	TO	UR	EX-	1	2.0	E4	EAST
		TOTAL	12	24	TWO TEND-	NON-	E1-E3	E6-E9	NORTH
		SAMP	MOS	MOS	YRS	TECH	TECH	EAST	CENT SOUTH WEST
WHITES ALWAYS GET PROMOTIONS DISCRIMINATION BETWEEN WHITE BLACK	1.1	1.8	2.0	-	-	1.8	-	1	-
DONT ADVANCE IN RANK FAST ENOUGH	1.8	1.8	2.0	-	-	1.8	-	2.0	-
LEADERSHIP (Net)	3.2	3.5	2	2	-	50.0	1.8	1	1.1
HOPE TO GET AHEAD/GET JOB AS OFFICER	1.8	1.8	2.0	-	-	50.0	-	2.0	14.3 11.2
CD'S THAT TEACH HISTORY ARE NOT KNOWLEDGEABLE	1.1	1.8	1	1	-	1.8	-	1	-
RECRUITMENT/RETENTION (Net)	5.3	5.3	3	3	-	5.5	-	3	-
WOULD LIKE A HONOR FOR RETEN- LISTING THAT LENGTH OF TIME	1.8	1.8	2.0	-	-	1.8	-	1	-
1 YEAR IS ENOUGH TO SEE IF I CAN ACCOMPLISH IN THE GUARD	1.1	1.8	1	1	-	1.8	-	1	-
YOU TREATED BETTER THE LESS TIME YOU HAVE LEFT ON YOUR ENLISTMENT	1.8	1.8	2.0	-	-	1.8	-	2.0	-

TABLE 016
ONE CHANGE IN IMPROVE NATIONAL GUARD

	-- WILL/HAVE EXTENDED --				WILL 1 YR MUS				/HAVE NUT MUS				*-- GRADE --***** REGION --*			
	TOTAL SAMPLE	TOTAL MOS	OVER 12 MOS	TEND- YRS DFD	NON- TECH		E1- E5		E6- E9		E6- E9 EAST		NORTH CENT		NORTH SOUTH WEST	
					TECH	TECH	E5	E9	E9	E9	EAST	WEST	WEST	WEST	WEST	WEST
TOTAL	451	117	85	21	9	334	21	430	33	381	57	111	133	129	78	78
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IMPROVED PAY (NET)	11	3	1	1	1	6	1	10	-	9	2	2	2	5	2	2
2.4	2.6	1.2	4.8	11.1	2.4	4.8	2.3	-	2.4	5.4	1.8	1.8	1.5	3.9	2.6	2.6
BETTER PAY/REFENLISTMENT BONUS/CASH INCENTIVES	11	3	1	1	1	8	1	10	-	9	2	2	2	5	2	2
2.4	2.6	1.2	4.8	11.1	2.4	4.8	2.3	-	2.4	5.4	1.8	1.8	1.5	3.9	2.6	2.6
IMPROVED BENEFITS (NET)	43	16	13	2	-	27	3	40	1	34	8	13	13	13	10	10
9.5	13.7	15.3	9.5	-	8.1	14.3	9.3	3.0	8.9	21.6	11.7	5.3	10.1	12.6	12.6	
BETTER BENEFIT PROGRAM/FAR- LIER RETIREMENT/HEALTH INS/ EDUCATION BENEFITS	35	12	10	2	-	23	2	33	1	28	6	11	7	8	9	9
7.8	10.3	11.8	9.5	-	6.9	9.5	7.7	3.0	7.3	16.2	9.9	5.3	6.2	11.5	11.5	
BETTER BENEFIT PROGRAMS FOR DEPENDENTS	1	1	1	-	-	1	-	-	-	1	-	1	-	0.8	-	-
0.2	0.9	1.2	-	-	4.8	-	-	-	2.7	-	0.8	-	-	-	-	-
FREE STATE LICENSE/DRIVING/ HUNTING/FISHING/EIC/AUTO REGISTRATION	5	4	3	-	-	1	1	4	-	4	1	2	-	3	-	-
1.1	3.4	3.5	-	-	0.3	4.8	0.9	-	1.0	2.7	1.8	-	2.3	-	-	-
MORE/BETTER PX BENEFITS	7	3	3	-	-	4	2	5	-	5	2	2	1	3	1	1
1.6	2.6	3.5	-	-	1.2	9.5	1.2	-	1.3	5.4	1.8	0.8	2.3	1.3	1.3	
IMPROVED FACILITIES/EQUIPMENT (NET)	6	2	2	-	-	4	-	6	1	4	1	-	3	1	2	2
1.3	1.7	2.4	-	-	1.2	1.4	-	3.0	1.0	2.7	-	2.3	0.8	2.6	-	-
BETTER LIVING FACILITIES/ MESS HALL FACILITIES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 016 ((111111111))
ONE CHANGE TO IMPROVE NATIONAL GUARD

	WILL		NOT		WILL		NOT		WILL		NOT		WILL		NOT		WILL		NOT		WILL		NOT				
	WILL/HAVE EXTENDED		NOT HAVE		GRADE		NOT		GRADE		NOT HAVE		GRADE		NOT		GRADE		NOT HAVE		GRADE		NOT				
	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT			
TOTAL	12	24	12	24	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT			
SAMP	10	20	10	20	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT	1 YR	MOS	13	NOT			
MORE OR BETTER EQUIPMENT/ ETC.	0.9	1.7	2.4	2	-	-	0.6	-	2	-	0.9	-	4	-	0.9	-	3	1	-	0.6	2.7	-	0.8	2.6			
IMPROVED OR EXPAND TRAINING FACILITIES/ENTER/MORE MO- DERN/SPACIOUS BLDGS/MORE TRAINING AREAS	2	-	-	-	-	-	0.6	-	2	-	0.5	3.0	0.3	-	1	-	2	-	-	1.5	-	-	-	-			
IMPROVED TRAINING (NET)	184	38	30	5	146	23.5	179	13	159	12	51	53	44	36	40.8	32.5	35.3	35.3	41.6	39.4	41.7	32.4	45.9	39.8	34.1	46.2	
BETTER ORGANIZATION/COORDINA- TION AMONG UNITS	19	4	4	-	-	15	1	18	1	15	3	5	4	3	4.2	3.4	4.7	4.7	4.8	4.2	3.0	3.9	8.1	4.5	3.0	2.3	9.0
GIVE MEN CHOICE OF MOS/ALLOW THEM TO STAY IN JOBS THEY ARE TRAINED FOR	13	2	2	-	-	11	-	13	1	12	-	3	1	6	3.9	1.7	2.4	3.3	3.0	3.0	3.1	-	2.7	0.8	4.7	3.8	
OFFER IMPROVED OR MORE JOB TRAINING	13	5	4	-	11	1	8	-	13	1	12	-	3	1	6	2.9	4.3	4.7	2.4	3.0	3.0	3.1	-	2.7	3.0	2.3	3.8
MORE EMPHASIS ON COMBAT TRAINING/VERSUS AS TRAINING	5	1	1	-	-	4	-	5	-	5	-	1.3	1	3	1.1	0.9	1.2	1.2	1.2	1.2	1.3	-	2.7	3.0	2.3	3.8	
BETTER, MORE USEFUL TRAINING PROGRAMS/MORE EXTENSIVE TRAINING (INSPEC)	10	5	2	1	22.2	1.5	9.5	2	8	-	8	2	2	2	2.2	2.4	1.8	1.9	2.1	5.4	-	7	1	2	2.6		
BETTER UTILIZATION OF TIME/ LESS WAITING AROUND AT DRILL LESS REPETITIVE ROUTINE	47	8	8	-	-	39	1	46	2	40	5	13.5	11.7	7	10.4	6.8	10.7	6.1	10.5	13.5	11.7	5.3	13.2	12.8	10		
MORE COMMUNITY INVOLVEMENT/ PARTICIPATION IN CIVIC FUNCTION OR PROJECTS	53	11	8	14.3	-	42	1	52	7	45	1	23	11	7	21.2	12.1	4.8	11.8	2.7	20.7	8.3	6.8	11	14.1			

TABLE (CONTINUED)
UNE CHANGE TO IMPROVE NATIONAL GUARD

		WILL/HAVE EXTENDED		NOT HAVE		GRADE		REGIMENT		WILL									
		1 YR	1 3 MOS	OR	TO	OVER	EX-	12	24	THU	TEND-	NUN-	E4-	E6-	NORTH	NORTH	WEST	WILL	
TOTAL		MOS	MOS	MOS	MOS	YRS	YRS	DEU	DEU	TECH	TECH	E3	E5	E9	EAST	CENT	SOUTH	WEST	
FLEXIBILITY IN CHOICE OF DUTY TIME/SUMMER CAMP TRAINING/WEEKENDS ETC.																			
CHOICE OF LOCALITY/CLOSER TO HOME/MORE INTERESTING PLACE	6	2	2	-	-	4	-	1.2	-	6	-	5	1	2	1	2	1	1.3	
SHORTER HOURS/FEWER WEEKENDS /OVERNIGHT DRILLS	11	1	1	-	-	10	-	3.0	-	11	-	11	-	2	5	3	1	1.3	
MORE TIME SPENT IN DUTY/ MORE WEEKENDS/4 DAYS A MONTH INSTEAD OF 2/ETC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PROMOTION (NET)	18	5	4	1	-	13	1	1.7	2	1.6	-	3	4	8	3	6	3.6	3.6	
INCREASED OPPORTUNITIES FOR PROMOTION/ADVANCEMENT/FASTER	4.0	4.3	4.7	4.8	-	3.9	4.8	4.0	6.1	4.2	-	2.7	3.0	6.2	3.6	3.6	3.6	3.6	
DISCIPLINE/LEADERSHIP (NET)	82	18	14	4	-	64	4	78	5	68	9	16	50	22.6	16.3	19.2	15	15	
LESS RIGID RULES AND REGULATIONS/HAIRCUTS/DRESS CODES/ ETC	26	7	4	3	-	19	1	25	1	23	2	4	9	10	3	6	3.6	3.6	
BETTER TRAINED OFFICERS/ LEADERS	18	1	1	-	-	17	1	17	2	13	3	3.4	8.1	2.7	4.5	2.3	7.6	7.6	
BE MORE STRICTLY MILITARY/ MORE DISCIPLINE/ENFORCE HAIRCUT REGULATIONS/DRESS CODES/ETC	6	4	4	4	-	0.6	4.8	1.2	3.0	6.0	5.4	3.6	6.8	7.6	10	3	3	2.3	

TABLE VI (CONTINUED)
ONE CHANGE IN IMPRINT NATIONAL GUARD

		WILL HAVE EXTENDED		NOT HAVE		GRADE		REGION							
		1 YR	MOS	1 YR	MOS	OVER 24	24-12	NON-TECH	E3	E4	E5	66-69	70-72	73-74	75-76
TOTAL	SAMP	TOTAL	MOS	YRS	YRS	DED	TEND	TECH	TECH	TECH	TECH	66-69	70-72	73-74	75-76
BETTER/FAIRER/EQUAL TREATMENT OF MEN (GENERAL STATE- MENT)	4	-	-	-	-	4	-	4	1	3	-	1	1	1	1
OFFICERS	29	6	5	1	-	23	1	28	-	25	4	8	12	5	4
	6.4	5.1	5.9	4.8		6.9	4.8	6.5		6.6	10.8	7.2	9.0	3.9	5.1
PROMOTE BETTER RELATIONSHIP/ MORE COOPERATION BETWEEN FULL TIME MEN AND WEEKENDERS	1	-	-	-	-	1	-	1	-	0.3	-	-	-	-	1.5
RECRUITMENT/RETENTION (NET)	11	2	1	1	-	9	2	9	3	7	1	3	2.3	2.3	2
	2.4	1.7	1.2	4.8		2.7	9.5	2.1	9.1	1.8	2.7	2.7	2.3	2.3	2.6
BETTER RECRUITING PROGRAM/ OFFER SOMETHING TO HEAVILY INTEREST NEW RECRUITS	2	-	-	-	-	2	1	1	-	2	-	1	-	-	1
	0.4	-	-	-	-	0.6	4.8	0.2	-	0.5	-	0.9	-	-	1.3
MORE EMPHASIS ON REENLIST- MENT/KEEP EXPERIENCED MEN	2	2	1	1	-	-	4	1	1	-	2	-	1	-	1
	0.4	1.7	1.2	4.8		-	4.8	0.2	-	0.5	-	0.9	-	0.8	-
PERMIT SHORTER ENLISTMENT PERIOD	7	-	-	-	-	7	-	1.6	9.1	3	1	0.9	2.3	1.6	1.3
MISCELLANEOUS OFFER MORE TRAVEL OPPORTUN- ITIES	2	1	1	-	-	1	-	2	-	1	1	-	1	1	-
OTHER MISCELLANEOUS	68	26	17	5	3	42	33.3	12.6	33.3	61	5	57	6	17	0.8
	15.1	22.2	20.0	23.8	33.3	12.6	33.3	14.2	15.2	15.0	16.2	15.3	12.0	17.1	16.7
NONE	43	14	10	2	2	29	2	41	3	39	1	5.4	12.8	13.2	3.8
DON'T KNOW	31	6	4	2	-	25	1	30	3	27	1	8	10	11	2
	6.9	5.1	4.7	9.5		7.5	4.8	7.0	9.1	7.1	2.7	7.2	7.5	8.5	2.6

TABLE 017
RANK

-- WILL/HAVE EXTENDED --		*-- GRADE --***** REGION --*												
		1 YR	MUS	13	/HAVE NOT HAD	1 YR	OVER OR TO	24	TWU TEND- YRS	TECH	NUN- E1- E2- E3	E4- E5	E6- E7	NORTH NORTH EAST CENT SOUTH WEST
TOTAL	SAMP	12	MUS	21										
TOTAL	TOTAL	12	MUS	21										
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	78	
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMMAND SERGEANT MAJUR	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERGEANT MAJOR (E9)	-	-	-	-	-	-	-	-	-	-	-	-	-	
MASTER SERGEANT (E8)	-	-	-	-	-	-	-	-	-	-	-	-	-	
FIRST SERGEANT (E8)	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERGEANT FIRST CLASS (E7)	-	-	-	-	-	-	-	-	-	-	-	-	-	
PLATOON SERGEANT (E7)	-	-	-	-	-	-	-	-	-	-	-	-	-	
SPECIALIST 7 (E7)	-	-	-	-	-	-	-	-	-	-	-	-	-	
STAFF SERGEANT (E6)	31	11 ³	11	-	2	18	5	26	-	31	6	8	9	
	6.9	11.1	12.9	-	22.2	5.4	23.8	6.0	-	93.8	5.4	6.0	6.2	
SPECIALIST 6 (E6)	6	4	4	-	-	2	-	6	-	16.6	2	3	1	
	1.3	3.4	4.7	-	-	0.6	-	1.4	-	16.2	1.8	2.3	0.8	

TABLE U17 (CONTINUED)
RANK

WILL/HAVE EXTENDED										NOT HAVE														
1 YR					OVER 1YR					TEND. 24 mos					NON-TECH					E4-E5				
TOTAL	SAMP	MOS	12	24	OVER 24 mos	YRS	TEND. 24 mos	YRS	DED	TECH	TECH	TECH	TECH	TECH	E1-E3	E4-E5	E6-E9	E9-E10	NORTH EAST	NORTH CENT	SOUTH EAST	SOUTH WEST		
SERGEANT (E5)	84	24	21	1	2	60	1	63	-	84	-	-	-	-	20	20	21	21	15	16.3	16.3	19.2		
SPECIALIST K (E5)	98	31	23	5	1	67	6	90	-	98	-	-	-	-	20	20	33	33	17	-	-	-		
CORPORAL (E4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SPECIALIST 4 (E4)	199	44	26	15	3	155	7	192	-	199	-	-	-	-	48	61	58	58	32	45.2	45.0	41.0		
PRIVATE FIRST CLASS (E3)	44.1	37.6	30.6	71.4	33.3	46.4	35.3	44.7	-	52.2	-	-	-	-	10	5	6	6	3	9.0	4.7	5.0		
PRIVATE (PV2) (E2)	5.3	1	-	-	11.1	6.9	-	24	24	-	-	-	-	-	-	-	-	-	-	-	-	-		
PRIVATE (PV1) (E1)	2.0	9	-	-	-	-	-	9	-	9	-	-	-	-	-	5	-	2	2	-	4.5	1.6	2.6	

TABLE 018
STATE

STATE	WILL HAVE EXTENDED			WILL NOT HAVE			GRADE			REGION		
	1 YR	MOS	OVER 10 OR 24	TWO yrs	TEND-D	TECH	E1	E4	E6	NORTH	NORTH	WEST
	TOTAL	MOS	MOS	YRS	DED	TECH	E3	E5	E9	EAST	CENT	SOUTH
TOTAL	451	117	85	21	9	334	21	430	33	301	37	111
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NU ANSWER	-	-	-	-	-	-	-	-	-	-	-	-
NORTHEAST	111	31	25	4	1	80	7	104	15	88	8	111
	24.6	26.5	29.4	19.0	11.1	24.0	55.3	24.2	45.5	23.1	21.6	100.0
SOUTH	129	41	30	6	4	88	7	122	8	112	9	-
	28.6	35.0	35.3	28.6	44.4	26.3	33.3	28.4	24.2	29.4	24.3	100.0
NORTH CENTRAL	133	27	21	5	1	106	4	129	5	117	11	-
	29.5	23.1	24.7	23.8	11.1	31.7	19.0	30.0	15.2	30.7	29.7	100.0
WEST	78	18	9	6	3	60	3	75	5	64	9	-
	17.3	15.4	10.6	28.6	33.3	18.0	14.3	17.4	15.2	16.8	24.3	-
												78
												100.0

TABLE 019
TECHNICIAN INDICATION

		* WILL/HAVE EXTENDED *			* WILL			* NOT HAVE			* GRADE - REGION *						
		1 YR	MUS	13	1 YR	MUS	13	1 YR	MUS	13	1 YR	MUS	13				
		OR	TU	OVER	OR	TU	OVER	NON-	TECH	TECH	E1-	E4-	E6-				
		MOS	MOS	IND	MOS	MOS	IND	TECH	TECH	E3	E5	E9	NORTH				
		AMP	TOTAL	TRN	AMP	TOTAL	TRN	TECH	TECH	E3	E5	E9	WEST				
TOTAL		451	117	85	21	9	334	21	430	35	361	37	111	133	129	76	
		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
NO ANSWER		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TECHNICIAN		21	20	12	5	3	1	21	-	-	16	15.5	6.3	3.0	4	7	3
		4.7	17.1	14.1	23.6	33.3	0.3	100.0	-	-	4.2	15.5	6.3	3.0	5.4	3.6	3
OTHER FEDERAL GOVERNMENT EMPLOYEE (INCLUDES INDIVIDUALS LISTED IN PARA 2-18A AND B, NGR 600-200)																	
NOT A TECHNICIAN OR OTHER FEDERAL GOVERNMENT EMPLOYEE		1.3	1.7	2	2	-	-	1.4	-	1.4	-	1.0	5.4	0.9	1.5	0.6	2.6
CITY/TOWN ELECTED OFFICIAL		423	94	70	16	6	329	-	423	35	360	30	102	127	121	73	
CITY/TOWN ELECTED OFFICIAL		93.8	80.3	82.4	76.2	66.7	98.5	-	98.4	100.0	94.5	81.1	91.9	95.5	93.8	93.6	
COUNTY/PARISH ELECTED OFFICIAL		1	1	1	-	-	-	-	0.1	-	0.1	-	0.4	-	-	-	
STATE/COMMONWEALTH ELECTED OFFICIAL		0.2	0.9	1.2	-	-	-	-	0.2	-	0.3	-	0.4	-	-	-	

TABLE 020
EDUCATION

		* WILL/HAVE EXTENDED *		* WILL NOT HAVE *		* GRADE *		REGION							
		1 YR	13 MOS	OVER 12 MOS	NOT 24 MOS	NON-TECH	TECH	E1-E5	E6-E9	NORTH	SOUTH	WEST			
TOTAL	SAMP	MOS	MOS	YRS	YRS	DED	TECH	E1-E5	E6-E9	NORTH	SOUTH	WEST			
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GRAMMAR SCHOOL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
6TH OR 9TH GRADES	1.3	0.9	-	1	-	5	-	6	1	5	-	2	1	2	1
2 YEARS HIGH SCHOOL	9	3	1	1	1	6	-	9	-	9	-	3	2	3	1
3 YEARS SCHOOL, ^{4 IF} INDIVIDUAL DID NOT GRADUATE	2.0	2.6	1.2	4.8	11.1	1.8	-	2.1	-	2.4	-	2.7	1.5	2.3	1.3
HIGH SCHOOL GRADUATE OR GED	13	5	4	-	11.1	6	1	12	3	10	-	3	1	6	3
49.2	59.0	60.0	57.1	55.6	45.8	47.6	49.3	63.6	49.3	188	13	49	74	65	34
1 YEAR COLLEGE	49	10	7	1	1	39	4	45	5	40	4	7	15	16	11
10.9	8.5	8.2	4.8	11.1	11.7	19.0	10.5	15.2	10.5	10.8	6.3	11.3	12.4	14.1	
2 YEARS COLLEGE	54	14	12	2	-	40	4	50	-	45	9	17	11	12	14
12.0	12.0	14.1	9.5	-	12.0	19.0	11.6	-	11.8	24.3	15.3	8.3	9.3	17.9	
3 OR 4 YEARS COLLEGE IF NO DEGREE RECEIVED	31	6	3	-	25	1	50	1	28	2	8	7	8	8	-
6.9	5.1	3.5	14.3	-	7.5	4.8	7.0	3.0	7.3	5.4	7.2	5.3	6.2	10.3	
COLLEGE GRADUATE OF A ³ OR MORE YEAR COURSE IN GED	60	7	6	1	-	53	1	59	1	51	8	19	19	16	6
13.3	6.0	7.1	4.8	-	15.9	4.8	13.7	3.0	13.4	21.6	17.1	14.3	12.4	7.7	
MASTERS DEGREE	5	2	1	-	1	3	-	5	-	4	1	2	1	-	-
DOCTORATE DEGREE	1.1	1.7	1.2	-	11.1	0.9	1.2	-	1.0	2.7	1.8	1.5	0.8	-	-

TABLE 020 (CONTINUED)
EDUCATION

		*-- WILL/HAVE EXTENDED --		WILL		*-- NOT /HAVE		*-- GRADE --		*-- REGIUN --	
		1 YR	13 MOS	1 YR	OVER	NOT EX-	EX-	E4-	E6-	NORTH	NORTH
		OR	TU	24	TWO YRS	TEND-	TECH	E3	E5	E9	EAST
		TOTAL	12 MOS	24	24	YRS	TECH	E3	E5	E9	EAST
		TOTAL	12 MOS	24	24	YRS	TECH	E3	E5	E9	EAST
TOTAL											
SAMP											
MOS											
TOTAL											
OTHER PROFESSIONAL DEGREE (POST GRADUATE ONLY)		0.2	-	-	-	0.6	-	0.5	3.0	0.3	-
GRADUATE WORK OF 1 YEAR OR MORE WITHOUT DEGREE		0.4	-	-	-	-	-	-	-	0.9	0.8

TABLE 021
MARRITAL STATUS

		WILL		WILL/HAVE EXTENDED		WILL NOT HAVE		NOT HAVE		GRADE		REGION							
		1 YR	MOS	1 YR	TU	1 YR	OVFR	1 YR	EX-	1 YR	TECH	E1	E3	E4	E6	NORTH	NORTH	NORTH	WEST
	TOTAL	12	24	TWO	TEND-			NUN-											
	SAMP	MUS	MUS	YRS	DED	TECH		TECH											
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78				
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SINGLE	157	34	25	6	-	123	8	149	17	150	10	43	37	43	34				
	34.8	29.1	29.4	38.1	-	36.8	38.1	34.7	51.5	34.1	27.0	38.7	27.6	33.3	43.6				
MARRIED	294	83	60	13	9	211	13	261	16	251	27	68	96	66	44				
	65.2	70.9	70.6	61.9	100.0	63.2	61.9	65.3	48.5	65.9	73.0	61.3	72.2	66.7	56.4				

INTERVIEWER _____ DATE _____

MAIN CITY & STATE _____

(1-4)

NATIONAL GUARD

Card 01

RETENTION STUDY

(5,6)

Hello, I'm (YOUR NAME) from Custom Research, Inc. Are you/may I speak with (NAME)?

IF UNAVAILABLE SAY: We are conducting a nationwide study for the National Guard Bureau with members of the National Guard to determine their attitudes toward service in the National Guard. We would like to speak with (NAME). When may I telephone him? RECORD CALLBACK:

_____ (DATE)

_____ (TIME)

IF AVAILABLE SAY: As I said before, I'm from Custom Research Inc, an opinion research firm. We are conducting a nationwide study for the National Guard Bureau with members of the National Guard to determine their attitudes toward service in the National Guard. Guard members who have an ETS, expiration of term of service, in November, 1976 are being contacted. Your answers will remain strictly confidential, and your participation is voluntary.

1. Are you currently in the National Guard?

YES 1 - SKIP TO Q. 3-A

(7)

NO. 2 - CONTINUE

2. Were you recently a member of the National Guard?

YES 1

(8)

NO. 2 - DISCONTINUE. TALLY AT
2-A ON CONTACT SHEET.

3-A. Is your ETS, expiration of term of service, in November, 1976?

YES 1 - SKIP TO Q. 4-A

(9)

NO. 2 - CONTINUE

B. When is your ETS? RECORD BELOW.

(10) (11,12)

(MONTH) (YEAR)

4-A. Have you recently re-enlisted or extended your enlistment in the National Guard?

YES 1 - SKIP TO Q. 5

(13)

NO. 2 - CONTINUE.

B. Do you plan to extend your enlistment before or at the time of your ETS?

YES 1

(14)

NO. 2

DON'T KNOW/REFUSED. 3

5-A. Have you been counseled or asked to extend your enlistment in the National Guard by a person in your unit responsible for recruiting or retention?

YES 1 - CONTINUE

(15)

NO. 2

SKIP TO Q. 6-A.

DON'T KNOW/REFUSED. 3

B. When were you counseled or asked to extend your enlistment?

DO NOT
READ
LIST

WITHIN PAST MONTH 1

ONE MONTH AGO 2

TWO MONTHS AGO. 3

(16)

THREE MONTHS AGO. 4

FOUR OR MORE MONTHS AGO . . . 5

6-A. Have you received any information in the mail concerning re-enlistment or extension during the past three months?

YES 1 - SKIP TO Q. 7-A.

NO. 2 - CONTINUE

(17)

DON'T KNOW/REFUSED. 3 - SKIP TO Q. 7-A.

B. Have you received any information in the mail concerning re-enlistment or extension during the last six months?

YES 1

(18)

NO. 2

7-A. REFER TO Q. 4. IF "NO" CONTINUE. IF "YES" SKIP TO Q. 8-A.

B. What would it take to keep you in the unit? PROBE AND CLARIFY FULLY.

(19) _____

(20) _____

(21) _____

(22) _____

(23) _____

(24) _____

C. SKIP TO Q. 9

8-A. How long did you or do you plan to extend for? RECORD BELOW, YEARS,
MONTHS, OR BOTH. (25,26) (27,28)

(YEARS) _____

(MONTHS) _____

B. What were your reasons for deciding to extend your enlistment? PROBE
AND CLARIFY FULLY.

(29) _____

(30) _____

(31) _____

(32) _____

(33) _____

(34) _____

C. REFER TO Q. 8-A. IF ANSWERS TWO YEARS OR LESS ASK: If the minimum extension
was for three years would you have extended your enlistment?

YES 1 - SKIP TO Q. 9

(35)

NO 2 - CONTINUE

D. Why wouldn't you extend? PROBE AND CLARIFY FULLY.

(36) _____

(37) _____

(38) _____

(39) _____

(40) _____

(41) _____

9. If you could recommend one change to improve the National Guard, what change would you recommend? PROBE AND CLARIFY FULLY.

(42) _____

(43) _____

(44) _____

(45) _____

(46) _____

(47) _____

10-A. VERIFY NAME AND PHONE AND PLACE STICKER BELOW.

B. TALLY AT 4 ON CONTACT SHEET.